

# **Resume Rewrites**

## **"Before vs. After"**

# Candidate 109 – “Before”

---

## EDUCATION

**Columbia University – Columbia College** + 1.0 points - Ivy League School  
*Candidate for Bachelor of Arts: Economics, Russian Language and Culture*  
**GPA: 3.81** + 1.0 points - GPA

**New York, NY**  
 Expected: May 2013

**Columbia University – School of Engineering and Applied Science**  
*Coursework in Engineering Management Systems*  
**GPA: 3.55; SAT: 2300 (770 M, 790 W, 740R)** 1.0 points - SAT

**New York, NY**  
 2009-2011

---

## WORK EXPERIENCE People - ?, Results - ?, Analytics - ?

**Satovsky Asset Management, LLC** New York, NY  
*Intern*

02/2011-08/2011

- Created and implemented basic models in excel analyzing client financial data, such as expected annual income from bonds and stock dividends
- Began a project looking at the total stock portfolio of firm (around 300 positions) and analyzing past performance to figure out whether or not clients should modify their individual portfolios
- Produced several marketing materials for use in client meetings (ie. quilt charts, site navigation guide)

**Bank of America Merrill Lynch** Paramus, NJ **{Good company but not much accomplished}**  
*Intern, Global Wealth Management*

07/2010 – 08/2010

- Worked on numerous marketing campaigns to help bring in new clientele (ie. cold calls), with a goal of increasing the average net worth per client by approximately \$250,000
- Conducted market research on companies in the area and job-shadowed for approximately two months in order to gain a fundamental understanding of the industry

---

## EXTRACURRICULAR ACTIVITIES

**Engineers without Borders Columbia University** New York, NY + 0.5 points - Leadership  
*Chapter Funding Chair (Jan '11 - Dec '11)*

09/2009 – Present

- Secured \$14,500 in sponsorships for the 2011 Northeast Regional Workshop (including ASCE, Pratt & Whitney, CDM)
  - Implemented an online grant database to help programs find funding and served as the head of corporate outreach
  - Ran funding campaigns that won grants from the EPA, Bill and Melinda Gates Foundation, Boeing and others
  - Organized fundraising events in collaboration with local businesses (Campo Restaurant, Pinkberry)
- Morocco Program (March '11 - present)*
- Helped form the Columbia University Morocco Program in December 2010 in order develop a relationship with the community of Ait Bayoud, Morocco and to assist them in building a local footbridge
  - Served as the travel team leader during the summer 2011 assessment trip to Ait Bayoud, Morocco (in charge of planning, logistics, had final say for major decisions during trip)

**Columbia University Office of Residential Programs** New York, NY  
*Resident Adviser*

02/2011 – Present

- Supervise a diverse group of over 100 students on three floors of a Columbia University residence hall
- Host bi-weekly study breaks and larger monthly events to help facilitate community development
- Serve as a resource, coordinator, and motivator and mediate conflicts when necessary

**Russian International Organization** New York, NY  
*Treasurer*

09/2011 – Present

- Oversee financial statements/documents, manage a budget of \$2,000 and authorize club spending

---

## SKILLS AND INTERESTS

**Languages:** Russian (fluent), Spanish (basic)

**Technical Skills:** proficient in Microsoft Office Word, Excel, Powerpoint, Outlook and Publisher; experience with Morningstar Office and Direct, basic STATA

**Interests:** Scuba Diving (PADI Open Water), Tae Kwon Do (2<sup>nd</sup> Degree Black Belt), International Volunteer Work

# Candidate 109 – “After”

## EDUCATION

### **COLUMBIA UNIVERSITY + 1.0 points - Ivy**

New York, NY

- BA Economics, Russian Language and Culture (Expected 2013)
- GPA 3.8 – Columbia College
- GPA 3.55 – School of Engineering (Coursework in Engineering Management Systems)
- SAT: 2300 (770 M, 790 W, 740R) – XX<sup>th</sup> Percentile Quantitative

2009 - 2012

+ 1.0 points - GPA

+ 1.0 points - SAT

## EXPERIENCES

### **SATOVSKY ASSET MANAGEMENT (Private Wealth Management Services)**

New York, NY

*Intern*

Feb 2011 – Aug 2011

- Created income projections in Excel for clients with bond and equity dividend producing investments
- Performed preliminary qualitative and quantitative research on equity positions held by wave of new clients to be used by company CEO to determine if client portfolios should be adjusted
- Produce graphs illustrated return on investment scenarios by asset class for use in marketing materials

### **BANK OF AMERICA MERRILL LYNCH**

Paramus, NJ

*Intern, Global Wealth Management*

Summer 2010

- Assembled list of high-potential referral partners
- Made 300+ cold calls to potential referral partners to establish relationship with firm
- Performed research on prospective small business clients for purposes of marketing to them

### **ENGINEERS WITHOUT BORDERS (Columbia University Chapter)**

New York, NY

*Co-President*

Jan 2012 – Current

### *Co-Founder - Morocco Program* + 1.0 points - Leadership, People, Results

Mar 2011 - Current

- Served as co-founder of multi-year project to design, engineer and build infrastructure (e.g., suspension foot bridges) in Morocco – the first project in Morocco for Engineers without Borders – USA
- Developed business plan for phase 1 include project scheduling, engineering deliverables, logistics coordination with local Peace Corp, and securing approvals from local government officials
- Performed financial feasibility analysis and developed preliminary budget
- Served as in-country team leader for team of 5 student-engineer and 1 professional engineer

### *Chapter Funding Chair*

2011

- Secured \$14,500 in corporate sponsors from Pratt & Whitney and American Society of Civil Engineers
- Led a 3 person fundraising team that wrote grant proposals and secured \$\_\_\_\_,000 in funding from Bill & Melinda Gates Foundation, Boeing, United States Environmental Protection Agency.

### **COLUMBIA UNIVERSITY**

New York, NY

*Resident Adviser – Office of Residential Programs*

Dates

- Supervise 100 students in Columbia University residence hall
- Served as conflict mediator in resolving student disputes (e.g., roommate conflicts)

*Treasurer – Russian International Organization (Student Club)*

Sep 2011 - Current

- Oversee financial statements/documents, manage a budget of \$2,000 and authorize club spending

## OTHER

- Languages: Russian (fluent), Spanish (basic)
- Skills: Microsoft Office, STATA (regression analysis, forecasting)
- Interests: Scuba Diving, Tae Kwon Do (2<sup>nd</sup> Degree Black Belt), International Volunteerism

# Candidate 204 – “Before”

## EDUCATION

**CORNELL UNIVERSITY**, College of Engineering, Ithaca, NY + 1.0 points - Cornell

**Master of Engineering in Systems Engineering**: Expected May 2012 + 0.0 points - No GPA from Cornell

**Specialization**: Supply Chain and Operations Management

- **Six Sigma Black Belt Certificate**: Expected Dec 2011

**PURDUE UNIVERSITY**, School of Engineering, West Lafayette, IN

**Bachelor of Science in Industrial Engineering**: December 2010

Major GPA: 3.5/4.0, Cumulative GPA: 3.3/4.0, GRE: Quantitative 800 Verbal 640 + 1.0 points - GRE

- **Caterpillar DCMME Scholarship**, 6 Semester Honors and Dean's list + 0.0 points - Low GPA from a state school
- Alpha Pi Mu – Industrial Engineering Honor Society

## RELEVANT SKILLS

**Methodologies**: Six Sigma, Lean, Supply Chain Management, Inventory Optimization, Simulation Modeling and Analysis

**Optimization skills**: Linear Programming, Stochastic Optimization, Simulated Annealing, Tabu Search, Genetic Algorithm, etc.

**Computer skills**: C/C++, MYSQL, Matlab, SysML, VBA Excel, Access, Arena Simulation, SAS, Minitab, AutoCAD.

**Languages**: Fluent in English, Mandarin Chinese, Cantonese Chinese

## WORK EXPERIENCE Results - ?, Leadership - ?, Analytics - ?, People - ?

**Manufacturing Intern** + 1.0 points - Notable employer but impossible to tell what candidate did there Summer 2011  
MOTOROLA MOBILITY INC. Tianjin, China

- **Manufacturing Planning**: Collaborated with Industrial Engineering (IE) Department on strategic planning projects to improve production line layout and space utilization; ensured there was sufficient line capacity to meet demand.
- **Procurement Management**: Supported *Johnson Controls* on cross-functional purchases of capital goods. Negotiated contracts with sub-contractors to ensure best costs to meet quality, quantity, and time needs. Supervised the execution and ensured that contract requirements were met. Achieved 25% cost saving and 100% customer satisfaction.

**Global Supply Chain Intern** Summer 2010  
MEAD JOHNSON NUTRITION {What do they do? Big Company?} Evansville, IN

- **Benchmarking and Sourcing Analysis**: Used quantitative and qualitative approaches to determine *Metabolics* planning process efficiencies and assessed cost of FAS (Final Assembly Schedule) customization. Conducted risk-benefit analysis between different planning options.
- **Inventory Optimization**: Assessed the efficiency of current *Metabolics* inventory level and order quantity. Customized an EOQ model to minimize the total cost. Potentially increased the productivity from \$70K to \$140K, by 100%, and reduced the total carrying cost by 25%.
- **SKUs Harmonization Assessment**: Analyzed the financial impact of consolidating the global sourcing of *Liquid Vitamin*. Delivered business recommendation from economies of scale prospective along with the key concerns of distribution/production capability, regulatory compliance, and shelf life constraints.

**Industrial Engineering Intern** Summer 2009  
FOXCONN INC. Shenzhen, China

- **Simulation and Optimization Analysis**: Used simulation software and Value Stream Mapping to analyze the entire *EMD (Electric Motor Drive)* process flow. Implemented an improvement plan that reduced waste by 75%, from \$50K to \$12K, and saved 96 minutes for each worker per day on transporting materials from storeroom to production lines.
- **Information Management**: Developed an IT tool to replace the inefficient manual scaling job during material preparation. Improved the efficiency by 98%.

**Six Sigma Project** Summer 2008  
TIANMA MICROELECTRONICS CO. LTD. Shenzhen, China

- **Objective**: To improve the current production process and to reduce the 7% high scratch rate in 2007 that caused \$78K annual loss.
- **Methods**: Collaborated with 5 team members on DMAIC method to manage the project. Used Cause-Effect Analysis to identify major sources of defect.
- **Results**: Reduced the DPMO (Defect Measurement Units) by 95% from 68,300 to 3,300. Saved \$42K on materials cost and \$13K by applying to similar production.

## LEADERSHIP POSITIONS AND HONORS

**Intern for Indiana Scholarship**, (Entrepreneurial Internship with Startup), Purdue Discovery Park Aug 2010 – Dec 2010  
**Winner**, Crowe Six-Sigma Case Study Competition Apr 2009

**Co-Founder and Vice President**, Purdue Undergrad Chinese Association (UCA) Apr 2007 – Dec 2009

**Project Leader**, Engineering Project in Community Service (EPICS) Aug 2008 – Dec 2008

**Student Ambassador**, Pacific Intercultural Exchange Aug 2005 – May 2006

# Candidate 204 – “After”

## EDUCATION

### **CORNELL UNIVERSITY** + 1.0 points - Ivy

Ithaca, NY

- Master of Engineering in Systems Engineering (Expected May 2012)
- GPA 3.7, (GRE: Quantitative 800, Verbal 640) / Six Sigma Black Belt + 1.0 points - GPA  
+ 1.0 Test Scores

### **PURDUE UNIVERSITY**

West Lafayette, IN

- BS Industrial Engineering, GPA: Major 3.5, Overall 3.3 2006-2010
- Caterpillar DCMME Scholarship (Academics & Leadership) – Awarded to 5 out of 500 applicants
- Alpha Pi Mu – Industrial Engineering Honor Society (Top 10% of Students)

## WORK EXPERIENCE

### **MOTOROLA MOBILITY**

+ 1.0 points - Work experience

Tianjin, China

*Manufacturing Intern (8,000 person production facility)*

Summer 2011

- Generated \$7.3 million in annual cost savings by optimizing manufacturing to reduce work-in-progress inventory by 20%
- Developed workflow simulation and tested alternative workflow scenarios to optimize production line
- Achieved 25% procurement cost savings versus historical benchmarks for production equipment expenses
- Served as assistant team leader for four junior interns
- Analyzed vendor proposals for cost, design approach, product quality, delivery date, and service
- Managed vendor relations post-bid to ensure performance delivered match proposals

### **MEAD JOHNSON NUTRITION** (Publicly Traded \$\_B manufacturer of Infantmil Baby Formula)

Evansville, IN

*Global Supply Chain Intern*

Summer 2010

- Identified \$2M in cost savings via switching from global sourcing to sole sourcing materials for Liquid Vitamin product line while meeting quality, capacity management, lead time goals, & regulatory criteria.
- Gather cost data and process assumptions from multiple functional departments, regional business units, and multiple layers of management while IT systems in transition due to recent corporate spinoff
- Generated \$250,000 in annual manufacturing costs by switching from continuous (made-to-order) manufacturing to larger batch size manufacturing for Metabolics product line.
- Developed mathematical model to test various batch size vs batch costs combinations to optimize costs

### **MICRO-FLUIDICS INNOVATIONS** (Startup Company)

Indiana

*Business Development Intern*

Fall 2010

- Raised \$250,000 in equity capital via Burton Morgan business plan competition by working with company founder/inventor to write business plan

### **FOXCONN** (Contract electronics manufacturer, 10<sup>th</sup> largest employer in the world)

Shenzhen, China

*Industrial Engineering Intern*

Summer 2009

- Reduced production line downtime by 98% (\$360k cost savings) during product switchovers by coding database application to digitally catalog production line setup specifications for new product

## OTHER

- Languages: Fluent in English, Chinese (Mandarin & Cantonese)
- Hobbies: Basketball, Golf, European travel, “Foodie”, Calligraphy, amateur chef (Italian, Spanish, Thai, Indian, Mexican)

# Candidate 311 – “Before”

## SUMMARY

**Principal Business Consultant** with over ten years of business consulting experience across multiple functional areas at a major, global corporation. Proven track record of delivering pioneering, high-impact decision support systems for clients ranging from Strategic Crew Planning to Operations. Identified business improvement opportunities, developed business solutions to exploit these opportunities by leading dedicated cross-functional teams of 5+ members and assisted clients in integrating these solutions within their organizations. Created and nurtured close client relationships throughout (and after) consulting engagements

## WORK – EXPERIENCE

### Principal Business Consultant, American Airlines **+ 1.0 points Good Brand Name** May 2008 - Present

**Leadership?,  
Analysis?,  
People Skills?**

- Led cross-functional team of 4 members to develop patent-pending decision support framework that helps measure, predict and manage operational risk during schedule disruptions
- Identified and exploited strategic opportunities for decision support such as the patent-pending system that resulted in \$5 million in annual savings via improved pilot manpower planning **{Good results}**
- Developed and maintained network of stakeholders to diagnose/anticipate business problems, leading, most recently, to enlisting two new clients
- Conducted strategic operational analysis of competitor behavior during off-schedule-operations resulting in improved management of American’s flight delays
- Successfully led inter-departmental teams despite inadequate ‘alignment’ between departments
- Mentored new Consultants by providing technical guidance, creating engagement opportunities with key business partners and sharing business insights/knowledge
- Nominated to work closely with C-Suite to plan and execute Corporate Town Hall event leading a highly successful event that communicated the ‘state of the organization’ to 800+ employees

### Senior Business Consultant, American Airlines Jan 2004 – April 2008

- Developed mathematical algorithms that reduced flight delays and resulted in annual savings in excess of \$18 million and leading to individual recognition by CIO at Corporate Town Hall **{Good results}**
- Led the development of a system to improve
- Worked closely with unionized work groups to understand/articulate business problems and to encourage their sense of ownership in the development of associated solutions
- Marketed business improvement opportunities across organizational levels (C-level executives to frontline employees) and functional silos to gain support for and visibility of key initiatives
- Observed numerous airline operational disruptions and gained important insights that led to the development of new performance metrics and operational strategies

### Business Consultant, American Airlines Apr 2001-Dec 2003

- Developed and enhanced advanced analytical models for multiple internal clients resulting in improved disruption management, improved schedule planning and optimal airport staffing
- Created an innovative analytical model that selects optimal flight cancellations resulting in improved disruption management and the “Most Innovative” paper award at an Industry Conference (AGIFORS, Auckland 2003) and media coverage in the Wall Street Journal
- Undertook formal and informal training resulting in strong technical expertise
- Improved usability and usage of decision support systems via effective visualization and close client engagement
- Ensured robust performance of mission critical systems via extensive algorithm/data validation and application testing



**Graduate Research/Teaching Assistant, Texas A&M University      Sep 1999 – Dec 2000**

- Performed mathematical optimization research to improve circuit card assembly process
- Conducted undergraduate laboratory class, graded papers and advised students

**Engineer, Bajaj Auto, Ltd., India**

**Jul 1998 – Jul 1999**

- Managed engine assembly line with forty workers and consistently achieved production targets

---

**EDUCATION**

---

**Kellogg School Of Management + 1.0 points - School  
Master of Business Administration**

Chicago, Illinois  
**Jun 2010 – Dec 2012 (expected)**

- Intended major: Management & Strategy, Finance
- Elected officer of the Consulting Club
- Volunteer, Kellogg Admissions Road Show – Dallas
- Participated in multiple student case competitions
- GPA: 3.5/4.0, GMAT: 95<sup>th</sup> percentile (720, V: 40, Q: 49) **+ 1.0 points - GPA**  
**+ 1.0 points - GMAT**

**Texas A&M University**

College Station, Texas

**Master of Science in Industrial Engineering**

**Sep 1999 – Dec 2000**

- Awarded Graduate Research Assistantship for outstanding academic record and research potential
- Developed mathematical algorithms to improve productivity of the circuit card assembly process
- GPA: 3.4/4.0

**National Institute Of Technology (Formerly Regional Engg. College)**

Calicut, India

**Bachelor of Technology in Mechanical Engineering**

**Sep 1994 – June 1998**

- ‘First Class with Honors’, the highest category of academic achievement (top 5%)
- Best undergraduate research, seminar presentation for the Mechanical Engineering Program
- Vice-captain, Undergraduate School Soccer Team
- Executive Officer, IPF – Undergraduate student body promoting collaboration with industry
- Won several prizes at various undergraduate cultural events
- GPA: 3.9/4.0

---

**OTHER ACTIVITIES**

---

- Developed iPhone and iPad Apps for toddlers and have received 5000+ downloads
- Developed network of industry peers and highlighted American Airlines at industry/academic conferences around the world through various mediums of conference participation
- Department Liaison, American Airlines - Coordinated department participation in local food drives
- Advisor, Helpo Foundation (Indian NGO) – Advised on marketing, regulatory and strategic affairs

---

**LANGUAGES**

---

- Fluent in Hindi and Marathi, Basic in Malayalam, Tamil

# Candidate 311 – “After”

## Kellogg School Of Management

Master of Business Administration

+ 1.0 points - School

Chicago, Illinois

Jun 2010 – Dec 2012 (expected)

- GPA: 3.5/4.0, GMAT: 95<sup>th</sup> percentile (720, V: 40, Q: 49), Major: Management & Strategy, Finance;

## Texas A&M University

Master of Science in Industrial Engineering

+ 1.0 GPA  
+ 1.0 GMAT

College Station, Texas

1999 - 2000

- Awarded Graduate Research Assistantship (Awarded to 1 out of 40 students, top 2%), GPA: 3.4/4.0

## National Institute Of Technology (Formerly Regional Engg. College)

Bachelor of Technology in Mechanical Engineering

Calicut, India

1994 – 1998

- GPA: 3.9/4.0 - First Class with Honors (Ranked Top 5% in Mechanical Engineering Dept)

## WORK EXPERIENCE

### American Airlines + 2.0 points - Leadership, Results, Analytics {Very Strong}

Principal Consultant (Internal Analytics Consulting Group)

May 2008 - Present

- Inventor of record for 2 patent-pending mathematical optimization innovations
- Generated \$5 million in confirmed cost savings by mathematically optimizing pilot scheduling & training – by avoiding unnecessary training and pilot shortages.
- Led 4 person cross-functional team (operations, information technology, analytics) in response to “Passenger’s Bill of Rights” to develop “what if” computer model to forecast consequence of delaying vs canceling a flight
- Served as primary consensus builder/leader to convince airport operations and control center departments (that typically do not work well together) to work together for Passenger Bill of Rights project
- Performed quantitative competitive research on handling of weather problems – cancel vs delay.
- Selected as 1 of 5 people to develop CIO’s “state of the organization” presentation to 800+ employees; developed overall presentation “storyline”, and contributed on major section

Senior Business Consultant

Jan 2004 - Apr 2008

- Generated \$18 million in savings by developing “landing slots” swapping to reduce downline “ripple effect” delays in the overall fleet.
- Built strong relationship with unionized employees and teams (typically antagonistic towards management) to persuade them to adopt (or at least not get in the way of) several process improvement initiatives.
- Performed over 300+ “ride alongs/sit besides” in the Operations Control Center to understand business processes, current decision making factors, and to grasp the key issues to be improved

Business Consultant

Apr 2001 – Dec 2003

- Developed flight cancellation decision system – covered by the Wall Street Journal

## Texas A&M

Teaching & Research Assistant

College Station, TX

Sep 1999 – Dec 2000

- Conducted undergraduate laboratory class, graded papers and advised students

## Bajaj Auto, Ltd (Largest Scooter / Motorcycle manufacturer in the World)

India

Graduate Training Engineer (Assembly Line Manager)

- Managed supply chain planning to ensure engine assembly production line and 40 workers achieved targets

## Other

- Fluent in Hindi and Marathi, Basic in Malayalam, Tamil
- Developed iPhone and iPad Apps for toddlers and have received 5000+ downloads



# Candidate 404 – “Before”

## Education:

**Columbia College of Physicians and Surgeons** + 1.5 points - School 2008-present  
• MD Candidate, class of 2012 + 2.5 points - Test Score & Undergrad Performance  
• USMLE Step 1 = 260 (>99% percentile)

**University of Southern California** 2004-2008  
• College of Letters, Arts, and Sciences graduate, 2008  
• Summa Cum Laude, 3.9 GPA  
• Bachelor of Science in BioPhysics  
• Minor in Russian  
• Honors program, Presidential Scholar, National Merit Scholar, Physics departmental scholarship, Renaissance Scholar (10 awarded to graduating class of 4,000) {Reassuringly Selective}  
• Phi Beta Kappa National Honor Society  
+ 0.0 Points - No SAT

## Work Experience: Results - ?, Leadership - ?, Analytics - ?

**Kaplan Test Prep & Admissions** (2008-present, summers)  
• MCAT instructor  
• USMLE lecturer (designed and produced video review series)

## Leadership Experience: People Skills - Light Not much work experience

**USC Objectivist Club** (2006-2008): *President*: Organized meetings and events, obtained funding, acted as group liaison to national organization.

**USC Chess Club** (2004-2008): *President*: Organized team, coordinated logistics, hosted meetings and events, ran tournaments.

**USC Wrestling Team** (2004-2007): *Co-Captain*

**P&S Rugby Team** (2008-2010): *Co-Captain*

## Other:

**USC Dept. of Physics and Astronomy** (2006): *Research Assistant*: Processed and coordinated observational data from multiple international observatories, designed new modeling software, provided technical training to new analysts.

# Candidate 404 – “After”

## EDUCATION

### **Columbia University, College of Physicians and Surgeons**

- Medical Doctor (MD) candidate
- USMLE Step 1 (“The Boards”) = 260 (>99% percentile)
- MCAT 40 (99%+ Percentile)
- Co-Captain – Medical School Rugby Team (2008 – 2010)

+ 1.5 points - School  
+ 1.5 - Academic  
+ 1.0 - Scores

New York, NY  
Class 2012

### **University of Southern California**

- BS Biophysics (Minor Russian), 3.9 GPA
- Summa Cum Laude, Presidential Scholar (50% Merit Scholarship)
- Renaissance Scholar (Awarded to 10 out of 4,000 students)
- Physics Scholarship (Awarded to 5 out of 200 students)
- Phi Beta Kappa National Honor Society

{Strong  
Confirming Data  
Points}

Los Angeles, CA  
2008  
Notice - out of -  
format

## EXPERIENCES

### **Kaplan Test Prep + 0.5 points**

*MCAT Instructor, USMLE Lecturer*

Los Angeles & New York  
Summer 2008-2011

- Taught 300+ students on MCAT group classes
- Responsible for logistics coordination regarding for all classes, students, and facilities
- Tutored 8 students on a one-on-one basis (100% attending medical school)

### **University of Southern California**

*Research Assistant – Department of Physics & Astronomy*

Los Angeles, CA  
2006

- Supported project to develop an mathematical explanatory model of sun’s magnetic field behaviors
- Re-engineered data handling and conversion process from 16 hours to 1 hour
- Developed multi-variate regression models to be tested against data sets
- Trained new research assistants in laboratory procedures and analytical tasks

### *President, Chess Club*

2004-2008

- Led club consisting of 50 members
- Served as conflict management facilitator for members consisting of PhD grad students, ex-felons, local community members, aspergers syndrome patients

### *Co-Captain, USC Wrestling Team*

2004-2007

- Coordinated practice and meet schedules for 30 team members
- Setup practice equipment, led warm-up drills and exercises

## OTHER

- US Record-Holder (former): Deadlift (420 lbs lift, in 103 lb weight class) – 2002
- Languages: Russian (conversational)
- Hobbies: Private pilot, rock climbing, mountaineering

# Candidate 502 – “Before”

Results-driven bilingual Spanish-speaking professional with a scientific background including seven years of research in academia and Oil and Gas R&D.

## EDUCATION

<b>Cornell University</b>	<b>+ 1.0 points - School</b>	May 2006
<i>College of Arts &amp; Sciences</i>	<b>+ 0.0 points - No GPA</b>	<i>Ithaca, NY</i>
<i>B.A. Chemistry</i>	<b>+ 0.0 points - No Test Scores</b>	
<i>Honors</i>	<i>President's Council for Cornell Women Summer Research Grant (2005)</i>	
<i>Activities</i>	<i>Cornell University Chorus</i>	

## CAREER HIGHLIGHTS + 0.0 points - Work

<b>Albemarle Corporation</b> {What kind of company?}	<b>Superstar - Unclear</b>	06/2006 – Present
<i>Chemical Research &amp; Development Associate</i>	<b>Leadership - Unclear</b>	
	<b>Analysis - Unclear</b>	<i>Pasadena, TX</i>
	<b>People Skills - Unclear</b>	

**Research & Development:** Aided in fast-track product development that resulted in new product and license for first production unit utilizing ACO technology in the industry worldwide. Created environmentally benign product equivalent at 80% lower production cost while retaining high performance. Devised method for producing a market-valued material at 75% of present production cost and issued company-wide report. Assisted in development and testing of inorganic sorbents and emission additives for patent applications. {Huh?}

**Process Design & Application Development:** Designed and programmed new data access tools to meet marketing, engineering, and research demands which resulted in new functionalities and increased efficiency two orders of magnitude across multiple departments. Developed and improved new analytical methods to support large-scale plant production and business set objectives. Automated and enhanced procedures and data protocols for product analysis and implemented solutions to reduce process variations. Prepared detailed reports based on data-mining results, validation procedures and qualification tests. {What does selected for and co-led 5-member team mean?}

**Information Systems & Technology:** Boosted R&D productivity 90% through creation and implementation of data access and reporting software tool. Selected for and co-led 5-member team to meet tight deadline to secure 25% project cost saving incentive. Co-directed taskforce in design and implementation of instruments and data management systems for a new high-throughput laboratory—reduced project cost 30%. Utilized as expert by 30-member staff for in-depth data and information management knowledge and software development skills. Evaluated Oracle, MS Access and SQL database designs and implemented solutions targeting specific needs across multiple departments. Maintained and redesigned in-house software and tools to correct errors, adapted it to new hardware, and improved performance. {What does reduced project cost 30% mean?}

## Cornell University – Department of Chemistry

08/2004 – 01/2006

*Research Assistant**Ithaca, NY*

**Catalysis Research:** Published results from synthesis of novel iron organometallic compounds in ACS journal. Studied coordination chemistry and catalysis pathways using NMR and X-Ray crystallography.

## Cornell University Chorus

08/2004 - 05/2006

*Publicity Manager & Photographer**Ithaca, NY*

**Marketing & Design:** Reduced production costs 20% and increased revenue 65%. Directed and coordinated marketing projects and organization rebranding from concept through completion. Served as foreperson for publicity campaign; managed concept design, pre-press preparations, proofing and oversaw printing process.

## **ADDITIONAL EXPERIENCE**

<b><u>The Houston Chronicle</u></b>	10/2007 – Present
<i>Staff Photographer</i>	<i>Houston, TX</i>
<b><u>Texas A&amp;M University – Department of Chemistry</u></b>	Summer 2004
<i>Research Assistant</i>	<i>College Station, TX</i>
<b><u>DemiDec Corporation</u></b>	Summers 2003, 2004
<i>Technical Writer &amp; Designer</i>	<i>Houston, TX</i>

## **SKILLS**

**Technical:** Skilled in statistical analysis and modeling software (STATISTICA), SQL, HMI/SCADA and Beckman LIMS systems. Proficient in Adobe Creative Suite (Photoshop, InDesign, Illustrator), Apple's Aperture, Microsoft Office (Word, Excel, Power Point, Outlook, Access), Microsoft Visual Basic and VBA. Thorough understanding of Adobe Acrobat, Dreamweaver and Apple's FinalCut Studio. Skilled in Mac OS X and Windows platforms.

**Laboratory:** Qualified in small and large-scale organic and inorganic chemistry. Experience with FTIR, UV-Vis, GC, NMR, XRD, TGA/DSC, SEM, purification techniques, particle size analysis, wet chemistry, air sensitive methods, proprietary simulation units and pilot scale processes.

## **AWARDS & PUBLICATIONS**

Special Recognition Award (SRA) for Outstanding Contributions – Albemarle Corporation

<i>SRA for Leadership in Design and Strategic Roll-Out of New Laboratory</i>	2011
<i>Team SRA for Fast-Track Product Development That Led to 1<sup>st</sup> International License</i>	2010
<i>SRA for Authoring and Programming New Data Access Tool</i>	2009
<i>Team SRA for Successfully Delivering Novel Market Product in 6-months</i>	2008
<i>SRA for Development of Innovative &amp; Automated Testing Process</i>	2007

Archer, Andrew M., Bouwkamp, Marco W., Cortez, Maria P., Lobkovsky, Emil, Chirik, Paul J. "Arene Coordination in Bis(imino)pyridine Iron Complexes: Identification of Catalyst Deactivation Pathways in Iron-Catalyzed Hydrogenation and Hydrosilation." *Organometallics*, **25** (18): 4269-4278, 2006.

*References available upon request*

# Candidate 502 – “After”

## EDUCATION

### **CORNELL UNIVERSITY + 1.0 points - School**

Ithaca, NY  
2002 - 2006

- BA Chemistry Degree, GRE 760 (90th percentile) + 0.25 points
- 3.0 GPA (reflects 1 year of poor grades due to serious illness)
- 3.\_\_\_\_ GPA (in “good health” years) ?
- PCCW Research Grant – (Awarded to 5 student researchers out of \_\_\_\_)

## WORK EXPERIENCE

### **ALBEMARLE CORPORATION + 3.0 points - Leadership, Results, Analysis, People Skills**

(\$2+ Billion Publicly Traded Manufacturer in Oil & Gas Industry) Pasadena, TX  
*Chemical Research & Development Associate (Rated in top 2% of employees)* Jun 2006 - Current

- Co-led new product (generating \$\_\_ revenues/yr) development to improve oil refinement efficiency
- Researched new innovations in refinement process
- Developed new product concept, built prototype, and delivered “proof of concept” to client
- Client is building \$1+ billion refinery based around new product that I co-developed
- Generated \$600k in labor productivity improvement by re-designing and automating data retrieval and analysis process for 50 person research department
- Identified inefficiencies in partially manual data retrieval process
- Coded custom software application to fully automate process (self taught visual basic software developer) saving 30 hours per month per researcher in 50 person department
- Assembled and co-led 6 person team cross-functional team (IT, engineering, testing, research, analytics groups) to define project requirements for major new system upgrade on tight deadline
- Led data analysis project to analyze results from previous research to identify new opportunities
- Merged, scrubbed, and categorized data from 13 different sources into single Excel database
- Analyzed data using statically and regression analysis
- Served as supervisor and mentor for summer intern
- Rated 5 out of 5 on employee reviews last 3 years (5 rating given to only 2% of employees)
- Received 5 individual and team “special recognition” awards (\_\_\_\_% frequency factor)

### **THE HOUSTON CHRONICLE**

*Staff Photographer (Weekend Freelancer)*

Houston, TX  
Oct 2007 - Current

- Developed rapport, built trust with and photographed 70+ subjects ranging from Asst District Attorney, Olympic medalist, author, cancer survivor, Houston Mayor, medical doctors, fire fighters, tragedy survivors, teachers.

### **CORNELL UNIVERSITY**

*Research Assistant – Department of Chemistry*

Ithaca, NY  
2004 - 2006

- Co-authored research paper (received 60+ citations) and inspired research that continues to today

*Marketing Manager & Graphic Designer – Cornell University Chorus*

2004 - 2006

- Grew fundraising revenues by 65% by re-branding group, designing new logos, and launching community outreach campaign (students and alumni)

**DEMIDEC** (US Largest publisher of academic decathlon training materials)

*Writer*

Houston, TX  
Summer 2003, 2004

- Wrote “user friendly” text for music subject area for high school students

## OTHER

- Other Languages: Spanish (fluent)
- Publication Credits: Archer, Andrew M., Bouwkamp, Marco W., Cortez, Maria P., Lobkovsky, Emil, Chirik, Paul J. “Arene Coordination in Bis(imino)pyridine Iron Complexes: Identification of Catalyst Deactivation Pathways in Iron-Catalyzed Hydrogenation and Hydrosilation.” *Organometallics*, 25 (18): 4269-4278, 2006.